



Inspired Villages

The *best* years of your life?



JAMIE BUNCE, CEO



Introducing **Inspired Villages?**

| Who are **Inspired Villages**?

- **Operator and developer of Integrated Retirement Communities (IRC) Formed in 2017**
 - From start-up to scale up – we are now a maturing business

- **Joint venture in 2021 between LGC and NatWest to deliver 34 villages with 9 villages across UK and 20 in the pipeline**
 - With planning 2,790 homes - 55% of our JV target to build 5,100 homes
 - Two more village opening this year

Inspired Villages in 2023





What is an IRC?

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- **An IRC is a purpose-built community of later-living properties**
 - Independent living
 - Assisted living – support when needed
 - Average age 80
- **Helping older people to live wholesome lives – the best years of their life**
 - Providing a holistic wellbeing that includes lifestyle, leisure, wellness and non-regulatory care services. Domiciliary care delivered directly by a third-party
 - Enable people to live physically, mentally and socially better lives - both within the IRC and in the local communities that we work with across the whole UK

A photograph of two women sitting on a patterned sofa in a modern, brightly lit interior. The woman on the left has dark hair and is wearing a light blue shirt. The woman on the right has long brown hair and is wearing a dark floral patterned top. They are both looking down at a document or tablet held by the woman on the right. A small vase with purple orchids is on a table to the left. The background shows large windows with a view of an outdoor area.

The market in which we operate

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- **People are living longer**

- Now over 12 million people in the UK aged 65+, set to grow to 18 million by 2040
- The number of people reaching over 80 years of age is expected to double
- Only 80,000 IRC homes available
- Drive to deliver a reduction in people's biological age by 8.8 years

- **Huge market potential**

- The current market penetration is 0.7% in UK, in comparison to 5 or 6% elsewhere in the world!
- If we match the market penetration of the rest of the world – there will be a shortfall of nearly 300,000 homes as at today

- **The supply demand imbalance is growing as the demography changes**

- **The best in the world**

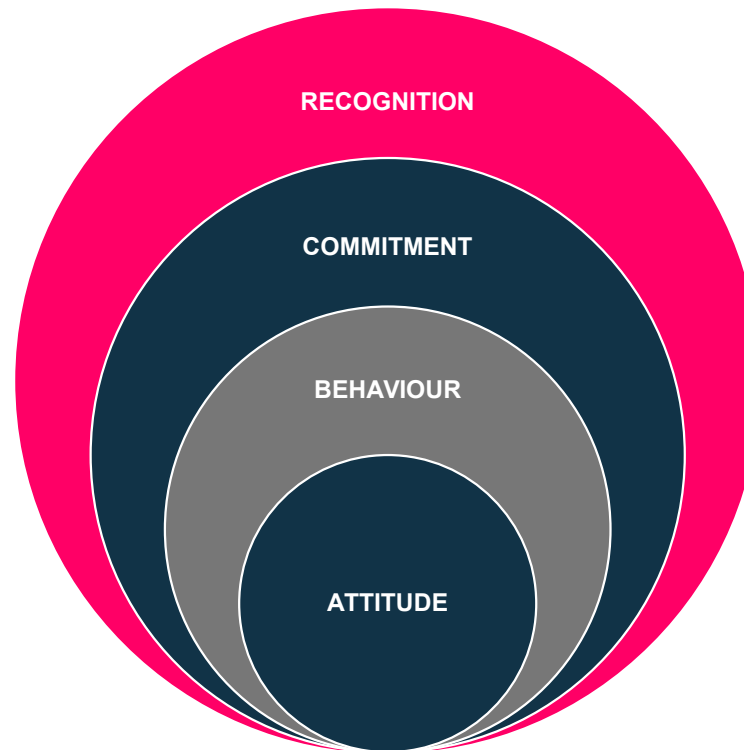
- New investment in the sector



Investing in **Inspired Talent**

Investing in today's talent to create **tomorrow's leaders**

- We invest in our colleagues for two main reasons
 - Our Inspired purpose applies to residents and colleagues.
 - We deliver **the best years of their lives**
 - We believe in creating careers without limits – we look at potential and attributes as opposed to qualifications alone



| Our talent development & recognition programmes



- Leadership Team – working with Leicester University
- Future Leaders Programme – 12 colleagues
- Line Manager Excellence Programme – 30 colleagues
- Mentoring programme – 8 colleagues
- Leading with a Coaching style and personal 1:1 coaching – 37 colleagues
- Sponsorship of Housing LIN and active engagement with 6 colleagues on the programme
- Level 5 City & Guilds coaching programme – 6 colleagues
- Intern Programme – piloted in 2023

| Recognising our teams and each other

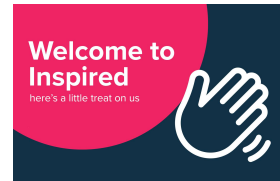
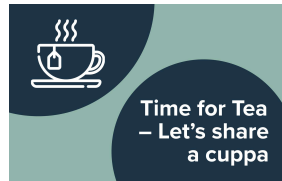
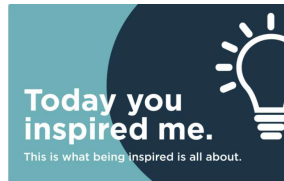
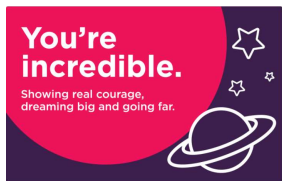


In 2023 we promoted **17** colleagues into more senior roles.

Identifying and nurturing future talent as we continue to grow is essential to our Purpose, Culture and Success.

Over 8,500 recognition moments shared!

78% of colleagues have either sent or received a recognition moment (of both)



| Our talent development & recognition programmes



| Our talent **development programmes**

We will continue to sponsor and actively engage with Housing LIN and other partners to promote the IRC sector as a career of choice



| Hear from our teams – **The Little Book of Inspiration**





Thank you
Any questions?

